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# Inside APHIS

Vol. 16 No. 6 United States Department of Agriculture • Animal and Plant Health Inspection Service November/December 1996

## Agency Shapes Policies to Support the Global Trade Arena

By Gabrielle Canonico, PPD, and Beth Jones, LPA

There is a new environment forming in APHIS. It's being shaped by the effect our sanitary and phytosanitary (SPS) responsibilities are having on trade.

In the post-General Agreements on Tariffs and Trade (GATT) era, the demands facing APHIS have changed dramatically. The volume and complexity of SPS issues surrounding trade and the workload associated with regulating imports and facilitating exports are increasing by leaps and bounds.

APHIS strives to balance carefully its responsibilities to safeguard America's agricultural resources with its efforts to facilitate U.S. agricultural exports. Through its visioning process, APHIS adopted a global interests vision element that says, "APHIS facilitates trade, technology transfer, and movement of international passengers and commodities. We develop biologically sound pest and disease exclusion programs and promote international standards and globally recognized certification

systems. We anticipate worldwide trends and develop strategic trade policies that promote U.S. economic advantage in the global marketplace."

So, even though APHIS is known more for its protection efforts, it supports the Department's long-term strategy of doubling U.S. agricultural exports by the year 2000. However, to reach this goal, the United States must actively address and resolve unjustified barriers that are constraining U.S. trade. A 1995 USDA study estimated that the total value of U.S. agricultural trade that is constrained by technical barriers is about \$4.7 billion. Because the scientific expertise to address many of these technical SPS issues resides in part in APHIS, the agency has a compelling

(See TRADE on page 2)

## One APHIS Stops Contraband in Texas



APHIS PHOTO BY JOHN MCCONNEL

Meeting by the one of the last suspension bridges over the Rio Grande at Roma, TX, are (left to right) PPQ officer David Villareal, VS inspector Onofre Rodriguez, PPQ officer Jerry Akin, and VS inspector Ramundo Morales. Story on page 7.

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interest in taking steps to ensure growth as well as safety in world agricultural trade.

It's no wonder that with all these evolving changes in the global marketplace, APHIS is searching to define its identity with regard to international trade. APHIS' challenge lies in being able to encourage a "culture change" both internally and externally to modify existing perceptions and build the support and cooperation necessary to be effective in addressing all SPS issues in the trade arena.

Right now, for instance, agency programs are for the most part handling SPS issues independently. Plant Protection and Quarantine's (PPQ) Issues Management Team, International Services' Trade Support Team, and PPQ and Veterinary Services' import and export staffs are all involved with SPS issues.

These entities all share the same goal with regard to international trade: to protect American agriculture by ensuring safety and fairness in U.S. agricultural trade relations with other countries. APHIS will accomplish this goal by applying equivalent, science-based standards of protection to and for agricultural commodities based on international standards, risk analysis, and the use of innovative risk management strategies.

A primary principle of both GATT and the North American Free Trade Agreement is that each country has the sovereign right to determine its appropriate level of protection. The most significant difference for APHIS in this new environment is that our plant and animal import requirements must conform with internationally accepted standards and be based on scientific principles and evidence.

### Trade Strategy Retreat

How APHIS will ultimately adapt to and function in the new trade environment is still open for debate. Over the past several months, the APHIS vision's Global Interests Group (GIG) and other teams involved in SPS-related activities held a series of meetings to decide whether APHIS in fact has a unified trade policy in place and, if so, to define it. The result was a trade strategy retreat in August. About 40 employees representing all sectors of the



A 1995 USDA study estimated that the total value of U.S. agricultural trade that is constrained by technical barriers is about \$4.7 billion.

agency met to formulate a coherent trade strategy and to identify and prioritize the key actions APHIS would have to take to implement this strategy.

Participants reviewed four basic inter-related areas of activity that support APHIS' goal of trade facilitation: international standard-setting activities, bilateral negotiations, World Trade Organization (WTO) compliance/implementation and multilateral affairs, and risk analysis. Using these four basic areas, participants prepared action plans to support the implementation of the APHIS SPS trade strategy. Participants also identified the following nine desired results of APHIS' activities in international trade:

1. Contribute to the Departmental trade goal of doubling U.S. agricultural exports by the year 2000.
2. Establish and maintain leadership in the elaboration and implementation of SPS principles with regard to plant and animal health.
3. Coordinate trade-related activities and strategically manage the workload associated with expansions in trade and compliance with SPS.
4. Observe the "golden rule" of trade by applying equivalent standards of protection to imports and exports to ensure safety and fairness in our trade relations with other countries.
5. Establish and maintain a

reputation for results-oriented, fair, and technically sound negotiation.

6. Maintain transparent and efficient risk analysis systems to ensure a technical and scientific basis for decisionmaking and the development of Agency positions.

7. Comply with international standards. Challenge and improve standards that we believe are inadequate. Propose standards where none exist.

8. Be active in standard-setting organizations. Develop and strategically influence international standard-setting processes,

## Inside APHIS

*Inside APHIS* is published by:  
Legislative and Public Affairs  
4700 River Road, Unit 51,  
Riverdale, MD 20737  
Phone: (301) 734-7257  
LPA reserves the right to edit  
for reasons of space and style.

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# Agency Says 'Goodbye' to Two on the Top Management Team

Two Deputy Administrators have recently left APHIS, opting for retirement. PPQ Deputy Administrator Don Husnik left the agency at the end of August, and AC Deputy Administrator Dale Schwindaman followed on the first of November. Both men served APHIS long and well and leave behind impressive records.

## Don Husnik

Retirement for Husnik has meant a return to his Minnesota roots. Right out of college (University of Minnesota),

Husnik worked as a plant quarantine officer in Detroit, MI. In 1969 he went to Anchorage, AK, to serve as officer in charge there. In 1974,



he moved to San Francisco, CA, as assistant district director.

The first move to Washington, DC, came in 1977, where he was a special assistant to the PPQ deputy administrator. In 1980 he accepted a promotion as regional director of PPQ's Southeastern Region in Gulfport, MS. Returning to Washington in 1984, Husnik served as assistant deputy administrator for national programs and associate deputy administrator for PPQ.

In the 1988 reorganization of APHIS, Husnik was selected as director of a new unit—PPD—and served in that position until September 1991 when he became acting deputy administrator for M&B. In 1992 Husnik moved again to Moorestown, NJ, to be PPQ's Northeastern Regional director and remained there until he was called to Washington one last time to become deputy administrator of PPQ in 1995.

Although Husnik spent his entire professional life with APHIS (or APHIS predecessors), within

the agency his varied career included stints as head of three different units at different times. With so much moving around, it is no wonder that on retirement, he headed back to Minnesota where he bought a house in Birchwood.

"He told me his main responsibility now is to clean the snow out of the driveway and warm up the car so his wife Marilyn can go to work," says Acting PPQ Deputy Administrator Al Elder. "Other than that, I believe Don just plans to relax and pursue whatever strikes his fancy!"

## Dale Schwindaman

"I have been privileged to be part of an organization that follows the highest standards of Government service," says Schwindaman of his years with APHIS. "Working for VS in animal disease control and later for REAC in regulatory enforcement and in the emerging field of animal welfare regulation has been both challenging and

(See SCHWINDAMAN on page 5)

including consensus building around U.S. positions.

9. Ensure that the agency has enough employees with the skills, abilities, experience, and technical competence to handle international trade issues with confidence and authority.

## How to Achieve Results

Next, the participants identified actions needed to achieve the results mentioned above. Actions were categorized into five focus areas.

1) SPS Activities and Trade Coordination—providing leadership and support for all trade-related activities in APHIS and establishing teams to develop prioritization criteria for positions, agendas, and allocation of resources.

2) Systems Design—developing internal processes that will facilitate efficient delivery of APHIS trade-related products and services and obtaining agreement on international standards and systems for implementing a harmonized approach to infrastructure building, risk analysis, regionalization, and surveillance and monitoring systems.

3) Compliance Review—ensuring APHIS' regulations, policies,

programs, and techniques are in compliance with WTO/SPS principles and international standards.

4) Capacity Building—education, training, and professional development of employees, stakeholders, and trading partners to ensure national and international compliance with SPS principles and the continuity and success of APHIS representation in negotiations and international standard setting meetings.

5) Information Systems—establishing and using electronic systems as a means of sharing information, soliciting reviews, and communicating on the status of current issues and relevant trade information.

These actions and the criteria for trade coordination identified by the Global Interest Group are being reviewed by a small team of trade retreat participants representing key program areas. By the end of the year, this group will offer recommendations on how APHIS can best coordinate its SPS activities and specifically implement the action items that emerged from the trade retreat. ♦

## USDA Agencies Hold First Meeting on Trade Strategy

USDA agency representatives met for the first time last month to discuss working together in the global marketplace to facilitate trade. Representatives from APHIS, the Agricultural Marketing Service, the Grain Inspection, Packers and Stockyard Administration, the Economic Research Service, the Foreign Agricultural Service, and the Food Safety and Inspection Service are planning on meeting the first Wednesday of every month to discuss how agencies can match priorities for regions, countries, and commodities.

Also on the agenda will be issues from bilateral negotiations and initiatives from international standard-setting organizations. Finally, the group will address transparency issues and educational needs that surface with World Trade Organization compliance and risk assessment methodology that is appropriate in these areas.



# Cooperating Officials Declare Honduras Free of the Screwworm

By Jim Novy, IS, Honduras

On August 6, 1996, President Designate Guadalupe Jerezano declared the Republic of Honduras officially free of the screwworm at a ceremony in Tegucigalpa, Honduras.

It was a feat worth celebrating. In less than 5 years, the screwworm, an insidious insect pest that attacks any warm-blooded animal—domestic, wild, or human—had been totally eliminated from the Republic of Honduras. (An animal whose infested wounds are not treated can die in 7 to 10 days.)

Through a Cooperative Program between the Secretariat of Natural Resources of Honduras and APHIS, nearly \$46 million was spent to eradicate this costly pest.

Other officials both from the United States and from the Honduran government attended the ceremony, marking the important event with speeches. The Minister of Natural Resources, Ricardo Arias Brito, and the President of the National Federation of Agriculturalists and Livestock Owners of Honduras, Pedro Arturo Sevilla, mentioned the positive economic benefits of the eradication of the screwworm from Honduras and the successful conclusion of the Cooperative Program.

Comments on the successful binational program and congratulatory remarks were made by the U.S. Ambassador to Honduras, William Pryce. Representing Assistant Secretary Michael Dunn, the agricultural attache in Guatemala delivered a speech expressing the international cooperation demonstrated in the eradication of screwworms and the great benefits that have resulted for the entire region, as well as for the United States.

Representing APHIS, IS Associate Deputy Administrator Carl Castleton presented plaques from USDA in recognition of those individuals who contributed to the leadership of the successful eradication of the screwworm from Honduras. Welcoming speeches were given by the Secretariat of Natural Resources' Director of the Cooperative Program, Guillermo



APHIS PHOTO

Carl Castleton, IS associate deputy administrator, signs the official declaration of eradication of screwworm from Honduras. Looking on at his left is the president of the National Federation of Agriculturalists and Livestock Owners. On Castleton's right are U.S. Ambassador to Honduras and Presidential Designate of Honduras Guadalupe Jerezano.

Cruz, and by me as the U.S. Director of the Cooperative Program.

## Strategy from the '40's

This celebration and the eradication effort is part of a USDA strategy that goes back many years. If it is possible to eradicate economically devastating diseases from a wide geographic area, the threat of those diseases being introduced into our country is greatly reduced, even negligible. This strategy was adopted for several diseases (the fever tick and foot-and-mouth disease) that threatened to cross our borders from the Caribbean and Latin America and threaten our agriculture. Adoption of this strategy to the screwworm became possible with the development of sterile insect technology by two Agricultural Research Service scientists after World War II. The technology was used to eradicate the screwworm from the United States, Mexico, Belize, Guatemala, and El Salvador (see the sidebar).

The Eradication technology we used in Honduras is the same, with some modifications. This technology utilizes the mass production of the screwworm on

an artificial diet with a controlled environment in a biologically secure facility.

The facility we used is located near Tuxtla Gutierrez, Chiapas, Mexico. The insects are exposed to radiation while in the pupa stage of development. The radiation treatment renders them sexually sterile without any other effect.

The sexually sterile flies are then distributed over the eradication area each week from slow, low-flying airplanes. When a sterile male mates with a native female screwworm fly, no larvae are produced, and the life cycle is thus broken.

Continual treatment of an area usually results in eradication of the species in less than 2 years. In Honduras, more than 11 billion sterile screwworm flies were dispersed over the country during the brief history of the program. Airplanes distributing these insects flew a total of 15,300 hours. To handle the sterile flies, environmental chambers were installed at Toncontin Interna-

tional Airport in Tegucigalpa and from La Ceiba, Honduras.

### The Last Case

The last animal to be found with screwworms in Honduras was near the Rio Patuca in the Municipio of Froylan Turcios in the Department (state) of Olancho on January 10, 1995. More than 100 cooperative program field inspectors, several thousand volunteers known as honorary inspectors, who help the program without pay, and animal owners have continued surveillance of animals throughout the country. By reporting suspicious cases of the screwworm, they have helped verify that the country is free of the pest.

Estimated economic losses to the livestock industry from screwworms in Honduras were about \$15 million annually according to

### Screwworm Eradication

1957-1959	Southeastern United States
1962-1966	Southwestern United States
1967-1982	Summer migrations from Mexico
1972-1984	Mexico to the Isthmus of Tehuantepec
1985-1991	All of Mexico
1988	Outbreak in Lybia from Uruguay
1986-1994	Guatemala
1988-1992	Belize
1992-1993	Mexican outbreaks from Central America
1991-1995	El Salvador
1991-1996	Honduras
1993-1996?	Nicaragua
1994-?	Costa Rica
1994-?	Panama to the Isthmus of Panama

an economic study conducted by Texas A&M University. Costs to livestock producers resulted from insecticide purchases for wound treatment, labor to care for the animals, loss of production, and loss of animals.

Animals entering Honduras from Nicaragua and other countries to the south are inspected, and

their wounds are treated as a precaution to prevent the reintroduction of the screwworm.

Eradication of the screwworm began in Nicaragua in 1993, and most of the country is now free. The ultimate goal is to eliminate the screwworm from all regions north of the Isthmus of Panama and to maintain a permanent barrier at that location.

With the finalization of the activities of the Cooperative Program, the responsibility for continued surveillance and prevention of reintroduction of the pest passes to the Secretariat of Natural Resources. And I, the U.S. director of the cooperative eradication program, am looking for another job! ♦

### Schwindaman, from page 3

satisfying. I am glad that as I leave APHIS, AC has evolved into an established unit with a clearly stated mission within the organization and with the support of leadership at all levels in the Department."

When asked what he felt was his most meaningful contribution to APHIS, Schwindaman said, "I have devoted a good part of my career to animal welfare regulation, which has always been a center for controversy. In implementing the legislation, I have tried to respect the different points of view of the people involved and to treat them with equity and honesty. And, in the final analysis, I have tried to remember that it is the welfare of the animals that is at the heart of the intent of



the people through their legislators. It is the animals' welfare we are trying to improve within a democratic process."

Schwindaman was born and raised on a farm in Kansas. He credits the USDA county home-demonstration agent with encouraging his ambition to become a veterinarian. In 1953 he received both bachelor of science and doctor of veterinary medicine degrees from Kansas State University. While stationed in Delaware, Schwindaman completed academic work toward a Master of Science in Animal Science at the University of Delaware.

After graduation from veterinary school, Schwindaman practiced in Wisconsin until he was called to military duty in the Air Force Veterinary Corps. After leaving active duty, he worked as a field veterinarian with the Minnesota Livestock Sanitary Board during the accelerated brucellosis eradication program.

In 1957, Schwindaman began his service with USDA as a District Veterinarian in Michigan. He later served as Area Veterinarian

in Illinois, assistant veterinarian-in-charge in New Jersey, and veterinarian-in-charge in Delaware. In 1966 he was transferred to the newly-formed Animal Welfare Staff of the Animal Health Division in Hyattsville, where he was instrumental in writing the standards and regulations that implemented the new Animal Welfare Act. In 1975, he was named to head that staff. Other assignments included chief staff veterinarian of the Domestic Programs Support Staff, chief staff veterinarian for Technical Assessment, and Assistant Deputy Administrator of REAC. In 1989, he became the regional director of the Western States for VS, and in 1992 returned to Maryland as REAC's Deputy Administrator.

Asked about his plans after retirement, Schwindaman replied, "I plan to travel and to spend more time with my family in Rockville, MD. But I also hope to remain active in the field of animal welfare regulation as a consultant and mediator and to do some writing." ♦



# Working Group Keeps on Top of Degenerative Cattle Disease

By Dawn Kent, Public Affairs, LPA

Much of the American public had never heard of bovine spongiform encephalopathy (BSE) until the "mad cow scare" happened in the United Kingdom this past March. Then the nightly news was flooded with clips of British officials admitting a possible link between BSE and a variant form of Creutzfeldt-Jakob disease (CJD), a deadly human equivalent. A public health nightmare ensued, and the media had a field day. Television news magazines and talk shows covered every aspect of the outbreak—the crash of the British beef market, dramatic interviews with families of CJD victims, the European Union's worldwide ban on British beef, and whether it was safe to eat a McDonald's Big Mac. The epidemic even spurred Oprah Winfrey to spend an hour questioning the safety of the U.S. food supply.

For APHIS, however, BSE was not startling news. APHIS has been aware of BSE in the United Kingdom since 1986 when the first case of the disease was reported in that country. In fact, APHIS has a committee that has monitored the development of BSE to ensure that this serious disease does not become established in the United States.

For those who missed the media coverage, BSE is a chronic degenerative disease affecting the central nervous system of cattle. Following the onset of clinical signs, such as abnormal posture, incoordination and difficulty in rising, and loss of body weight, the animal's condition deteriorates until it either dies or is destroyed. Little is known about BSE—there is neither treatment nor vaccine to prevent the disease; nor is there a valid diagnostic test to detect the disease in a live animal.

As the incidence of BSE increased in the United Kingdom, and as other parts of Europe began reporting BSE cases, APHIS adopted a more vigorous response. In July 1989, we banned the importation of all live ruminants. We later banned most bovine byproducts and placed restrictions on meat imports from the United Kingdom and other countries where BSE exists. Research and educational efforts continued in

the United States, and in May 1990, APHIS created the BSE Issues Management Committee and initiated the BSE surveillance program.

## Similar Diseases

BSE is one in a group of similar diseases known as transmissible spongiform encephalopathies (TSEs). Other types of TSE's include scrapie, which affects sheep and goats; transmissible mink encephalopathy; feline spongiform encephalopathy; chronic wasting disease of deer and elk; and kuru, CJD, Gerstmann-Straussler-Scheinker syndrome, and fatal familial insomnia, four rare diseases in humans. Because of the interrelated nature of these diseases, APHIS decided that BSE could not be a category of its own. Therefore, the committee is now known as the TSE Working Group.

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"We're working diligently to make sure that the United States avoids the same chain of events that happened in the United Kingdom."

—Linda Detwiler

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In recognition of the unusual nature of the policy issues posed by BSE, the TSE Working Group was established as an advisory committee to APHIS management on all aspects of BSE policy. For most policy issues, the TSE Working Group determined a range of reasonable options and presented both advantages and disadvantages surrounding each. Using this approach, the group acted as a springboard for further discussions between agency colleagues, other Federal agencies, the livestock and poultry industries, and the general public.

After its first meeting on June 6, 1990, the TSE Working Group met weekly to develop a briefing report. The final report, presented in February 1991, detailed APHIS' response to BSE in the United Kingdom and introduced a variety of policy options regarding BSE. The report analyzed contingency plans for APHIS' response if BSE were to occur in the United States. APHIS again called upon the TSE Working Group in 1994 to complete a BSE update report, which was finalized in February 1996.

When news spread this year of the BSE outbreak in the United Kingdom, the TSE Working Group's preparation and planning was put to good use. The group's responsibilities are even more significant today than they were when the group was formed. Chaired by Linda Detwiler, the area veterinarian in charge in New Jersey, the group, using science as the focal point in policy planning and issues management, now serves as a scientific resource for APHIS.

"This working group is like an advisory committee," says Detwiler. "We provide APHIS decisionmakers with policy recommendations based on current science and keep them updated on the latest BSE research findings. We also act as a technical resource, answering questions from State and Federal employees and the general public."

In addition to Detwiler, the TSE Working Group consists of 11 members: VS members in Riverdale, MD, are Sara Kaman and Lisa Ferguson of the National Center for Import and Export; Dan Harpster from the National Animal Health Program; and Roberta Duhaime and Dianna Herbert of Emergency Programs. Other VS members are Bruce Wagner and Kevin Walker at the Centers for Epidemiology and Animal Health at Fort Collins, CO; Tom Gomez of the Centers for Disease Control and Prevention (CDC) in Atlanta, GA; Al Jenny of the National Veterinary Services Laboratories in Ames, IA; Kathleen Akin of Lincoln, NE; and Gary Svetlik of Georgetown, TX. Other members are Bill White, IS, and Dawn Kent, LPA, both in Riverdale, MD.





## Roma PPQ Office Uses a One-APHIS Approach on the Border

A stretch of the Rio Grande River winds through southeastern Texas from Los Ebanos (west of Mission) to Zapata, about 50 miles southeast of Laredo. This part of the U.S.-Mexican border covers about 80 miles as the crow flies but 120 miles following the twistings and turnings of the river. For the past several years, Jerry Akin and David Villarreal, the PPQ officers assigned to the Roma, Rio Grande City, and Falcon Station ports of entry, have used public awareness and interagency cooperation to develop a proactive program to help stop agricultural contraband. *(See photo on page 1.)*

### Looking for Resources

Stopping the movement of agricultural contraband across the river in this area required far more resources than Akin and Villarreal had. Therefore, they sought cooperation from several VS offices and employees in the area, including the Rio Grande City office of VS' tick eradication program, VS' border surveillance animal health technicians (AHT's), and the Bird Quarantine Station at Moore Field in Mission.

"VS' mounted patrol inspectors (MPI's) have been especially helpful to us because they routinely patrol their assigned area along the river on horseback, in vehicles, and afoot," says Akin.

Also they are equipped with radios for communication and sidearms for protection. "On several occasions," Villarreal adds, "we have asked for and received the MPI's help, not only in locating contraband, but also in the transportation of large shipments of intercepted avocados worth thousands of dollars."

### Ride-Along Program

The MPI's are alert to signs of movement along the river and report signs of human traffic, such as footprints or automobile tracks, to the U.S. Border Patrol and the U.S. Customs Service's Office of Investigation. Since 1991 Akin and Villarreal have participated in ride-along programs with the Border Patrol and have a close working relationship with the patrol agents as well as with agents of the Department of Interior's U.S. Fish & Wildlife Service.

PPQ also cooperates with these groups in public awareness efforts. For example, the Roma/Rio Grande Work Station sets up a Public Awareness Booth at the Starr County Livestock Show and Youth Fair. The booth is staffed by PPQ, VS's MPI's, border surveillance AHT's, and personnel from the Bird Quarantine Station and Biological Control Laboratory at Moore Field.

As a result of these cooperative efforts, APHIS has succeeded in

the interdiction (stopping) of a variety of illegal agricultural products, including 568 citrus trees, 373 cases of avocados, gamecocks for fighting, and protected birds such as parrots, conures, and owls. During the last 2 years, MPI's Raymundo Morales and Onofre Rodriguez from the Rio Grande City Office have helped Villarreal and Akin with the seizure and transportation of more than 600 cases of avocados, numerous cases of mangoes, and a varied assortment of other agricultural materials. In appreciation for the work of these two inspectors, PPQ gave awards to Morales and Rodriguez this past fall.

"Having PPQ recognize VS employees is a first-time event for APHIS in Starr County, TX, and probably anywhere along the U.S.-Mexico border," says Akin. "We just wanted to thank them for helping us do our jobs."

In fact, one APHIS is now working well in Starr County. On numerous occasions PPQ has assisted VS employees by sending them abandoned birds and by reporting unauthorized crossings of livestock.

"Having such a diverse group of APHIS employees in the area is good for everyone," Akin says. "Through cooperation, we can achieve more than by working separately to meet our mission and serve the public." ♦

To ensure maximum feedback from all affected parties, the TSE Working Group actively cooperates with the livestock and poultry industry, including such groups as the National Renderers Association, the American Sheep Industry Association, the National Cattlemen's Beef Association, and the National Milk Producers Federation. Group members regularly meet with other Government agencies, including CDC, the Agricultural Research Service, the Food and Drug Administration, the Food Safety and Inspection Service (FSIS), and the National Institutes of Health to exchange information and policy about BSE. Members

often travel to the United Kingdom to participate in BSE meetings with Ministry of Agriculture, Food, and Fishery officials and other knowledgeable British livestock representatives. The TSE Working Group also works with colleges and universities, with veterinary medicine programs, and veterinary diagnostic laboratories.

In August, members of the TSE Working Group met with FSIS and livestock and poultry industry representatives to develop a BSE Response Plan for Secretary Glickman.

"When finalized, the document will provide a step-by-step plan of action in the unlikely event that a case of BSE is detected in the

United States," says Detwiler. "We're working diligently to make sure that the United States avoids the same chain of events that happened in the United Kingdom."

There has never been a diagnosed case of BSE in the United States. The U.S. Government has taken steps to minimize even theoretical risks to the human population and domestic livestock, and the United States maintains the most effective and aggressive policies and surveillance programs of any country that is free of BSE. BSE remains exclusively a disease among foreign animals, and the work of groups like the TSE Working Group help keep it that way. ♦



# Guam Employee Participates in Operation Pacific Haven

By Mitchell Nelson, PPQ, Guam

With less than 12 hours' notice before the first plane was to arrive, employees at Guam airport began preparing for Operation Pacific Haven—the humanitarian airlift of some 2,500 Kurdish refugees from Northern Iraq this past September. Working with the U.S. military and other clearance agencies, I had to ensure that proper plant and animal quarantine procedures were put into place for Operation Pacific Haven. However, no one knew the pest risk of the products that the refugees might be bringing with them.

Most of the work of quarantine inspection on Guam is carried out by Guam Plant Quarantine (GPQ). My role as the OIC for Guam and CNMI (another U.S. possession in Micronesia) and the only APHIS, PPQ employee in Guam is to assist the local government in enforcing Federal plant and animal quarantines. For this special assignment, I worked closely with GPQ Chief Russell Campbell, two of his senior officers, and seven new recruits. One of the first things I did was to give the new recruits a crash course in passenger processing procedures to prepare them for the next 4 days.

Before the operation began, the military briefed us on the arrival of the refugees. The international press was present, watching us as well as the Kurdish refugees.

GPQ and I worked with Guam Customs on an inspection procedure that would eliminate primary and secondary inspection. Instead, all the agencies' employees would line up and inspect the passengers side by side. Each agency would bring its areas of concern to the other's attention.

The first night, September 17, was the most tense because none of us knew what to expect. What type of agriculture would these fleeing refugees bring? The first group of refugees was given an intense inspection. Afterward, we all realized that these people were truly refugees, bringing little of concern to GPQ officials or to U.S. Customs.

Because of the potential pest risk, I had the officers inspect 100 percent of the passengers. Customs employees, having been relieved of



APHIS PHOTO

In a 1995 photo taken in Yokohama, Japan, Mitchell Nelson supervises fumigation of apples coming to the United States.

their inspection duties, were glad to help us. We did a thorough, polite, and expeditious inspection. In fact, the military complemented us twice on the professionalism of our GPQ inspectors.

On the five flights, we found the following prohibited products:

25 pounds of cucumbers containing tephritid larvae; 10 pounds of hot peppers; 5 pounds of stone fruit seeds; rice and wheat straw; various unknown seeds infested with bruchids; grave soil; 300-400 pairs of shoes caked in mud. Although not a lot of contraband was found, all of it was high risk.

## A Sad Yet Happy Incident

The grave soil was from the grave of a 13-year-old Kurdish girl who died just before the plane left. The grieving family was distraught about it being taken away; even the civilian escorts were crying. Soil is a high-risk product because it can harbor both pests and diseases; however, it can come into the country if it is treated with heat. I took the soil home and baked it at the proper temperature and gave it to a military employee, who returned it to the family.

On the 4 days in September, I was the first person to board each plane on its arrival. Normally, we wait for passengers to deplane before we board, but because of the potential for insect pests, I wanted to check the passenger compartment and cargo holds before the passengers got off. With the GPQ recruits, we boarded the aircraft, checked out the catering, gathered up food items, and looked for hitchhiking pests.

## Assisting Refugees

After the plane was cleared, I and the senior GPQ officers assisted the military in receiving the refugees—shaking hands, assisting children and the elderly off the plane, and directing traffic. Smiles and hugs were in abundance.

GPQ employees thoroughly inspected the cargo hold of each flight where they found some of the peppers and stone fruit. Also wood borers were found in the wood pallets used to carry cargo aboard, so those pallets were incinerated. Soil was also found and cleaned up.

It took about an hour and a half after the plane landed before the first passengers arrived in the clearance area. While waiting to begin their work, GPQ employees assisted the military wives, who were passing out refreshments and helping the time go by pleasantly for the children. The military and the community provided extra clothes and lots of toys for the families.

Those who participated in the operation—the military, other agencies, and hundreds of volunteers—said it was an experience of a lifetime. The operation also showed that APHIS can perform its mission under trying circumstances in a humanitarian manner.

All of us averaged 8 hours of sleep each in the 96 hours of Operation Pacific Haven. We spent a lot of time waiting for planes to arrive or waiting for passengers to process. We still had to attend normal daylight operations—meetings, paperwork, and preparations for a move from the old Guam airport to the new one—between flights. All of us agree, however, that we would not have missed participating in the operation for anything. ♦



# Officials Urge Committee To Increase Workforce Diversity

By Steve Poore, Field Servicing Office, M&B

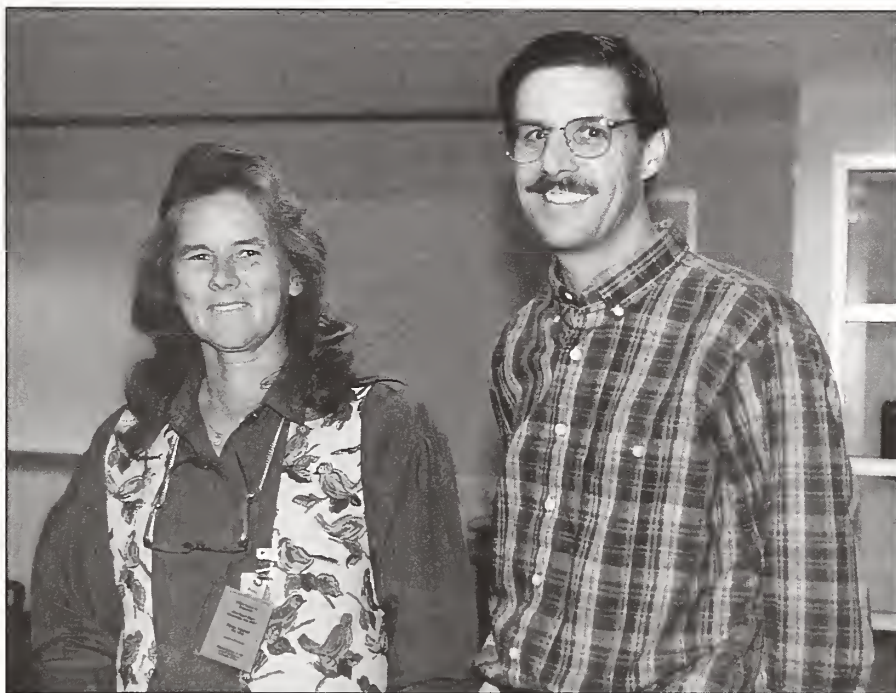
"Be bold," and "Just do it." With these words, Marketing and Regulatory Programs Assistant Secretary Mike Dunn and Deputy Assistant Secretary Shirley Watkins challenged the APHIS Workforce Diversity Steering Committee at its meeting in Riverdale, MD. The committee met September 23-27 to review its past year and set priorities for the coming year.

In separate visits, Dunn and Watkins offered their advice and encouragement to the committee. Watkins urged APHIS to open its doors wider to people of diverse cultural backgrounds. She stressed the need to reach out and help end USDA's status as the "best kept secret" in offering promising careers that are nontraditional for many cultures. She encouraged the committee to look at a wide variety of outreach options such as creating opportunities with schools, especially at very early grades. Drawing on her own background as an educator, Watkins suggested working with high school counselors since they usually advise people to seek careers in areas they know about.

While urging APHIS to reach out, Watkins emphasized the importance of having a welcoming environment for people coming into the agency. She praised the committee's work toward building a supportive environment for all employees. As part of its ongoing education efforts, the committee has developed and delivered diversity awareness training sessions widely across APHIS over the past several years.

Dunn also expressed support for the committee's vision of "creating an environment where all employees are encouraged and empowered to attain their full potential, thus ensuring the attainment of agency goals." Dunn said, "I know that I only have to do one thing to be successful, and that is to optimize the skills, knowledges and abilities of the people I work with." He added that he would know if he had been successful if people were better off for having worked with him because he "paid attention to their needs."

Dunn recognized the committee's efforts in making managing diversity a part of competencies in



APHIS PHOTO BY ANN CZAPIEWSKI

**AC's Nancy Ellifrit, a veterinarian in Oklahoma, and VS' Rick Hill, a veterinarian at Ames, IA, talk during a break in the Workforce Diversity Committee's annual workshop.**

selecting managers as well as a consideration in workforce planning. Accomplishments in promoting workforce diversity are now a part of the Senior Executive Service evaluation process.

After reading and reaffirming the MRP civil rights policy, Dunn spoke of the business rationale for supporting all employees. "If you are worried about being harassed or hindered because of factors such as race, gender, or sexual orientation, you won't be able to give your best to the agency at a time when we need the best from every one of our people," said Dunn.

Buoyed by Dunn and Watkins visits, the committee adopted some ambitious goals for the coming year. Committee members will continue to work closely with the individual strategy groups of the APHIS change agenda, as well as other groups such as the Work-Family-Life Council, the One APHIS Team for Valuing People, and the new Conflict Prevention and Resolution initiative.

Members will continue to refine a Diversity for Teams training package developed and piloted this year in concert with Work-Family-

Life members and Organizational and Professional Development. The package will be part of the team effectiveness series that is an important part of the team-based organization strategy of the change agenda. The package combines videos and team exercises to help teams see their diversity as a strength and use it to increase performance.

Other ongoing initiatives of the committee include completing development of a home page on the Internet to promote education and dialogue on workforce diversity, establishing a workforce diversity library, and creating and funding an award to recognize achievements in promoting diversity and work-family-life programs.

New initiatives include establishing a pilot project to measure results from application of managing diversity principles.

As committee members wrapped up the week and set up conference calls for continuing their work, they did so knowing that "just doing" the planned projects would represent the next "bold steps" called for by the MRP leadership. ♦



## Eradicating Boll Weevil With a Little Help From Friends



PPQ's Deborah McPartlan (center), co-director of the Texas Boll Weevil Eradication Program, presents an award to Tim Roland, PPQ's chief of equipment and aircraft operations (AEQ) at Moore Field, TX. The award

was presented to Roland and his team (pictured here) for developing field spray equipment and monitoring the performance of aerial contract pilots in the rapidly expanding program zones of South Texas and its Central and

Southern Rolling Plains. The program is a cooperative one, primarily funded by cotton growers in Texas. APHIS provides partial funding, technical expertise, and coordination among the boll weevil eradication programs across the cotton belt. The program uses an integrated management system including applying an ultralow volume of malathion at 12 oz per acre, plowdown regulations, and trapping to monitor population buildups.

## Regulatory Enforcement Takes the RE in REAC to M&B

By Jim Rogers, Public Affairs, LPA

Back in 1988, APHIS underwent a major reorganization, creating 11 units from 3. One of the new units was REAC—a program unit formed by combining the Animal Care (AC) section of VS with Regulatory Enforcement (RE), another VS subunit.

Since then, the needs of both staffs have evolved, and now, 8 years later, the two staffs have undergone another change: On Sept. 29, 1996, RE joined M&B (its name is still Regulatory Enforcement) where it can more effectively support all program units needing enforcement; and Animal Care became a stand-alone unit known simply as AC.

"These changes will strengthen everyone in the future," says Ron Stanley, assistant deputy administrator of Regulatory Enforcement. "Because we are a support program, M&B seems like the logical place to be. Reorganizing with M&B will allow us to clarify our support role."

Regulatory Enforcement's mission is to provide leadership, direction, and support for investigative and enforcement activities

throughout APHIS. Through its field investigators and staff specialists, RE contributes to the APHIS mission by investigating violations in the laws, standards, and regulations for VS, the new AC, and PPQ.

### Enforcing Programs' Laws

Each of the programs that RE supports has different laws with different regulations that must be enforced. For AC, RE enforces two Acts with their accompanying standards and regulations—the Animal Welfare Act and the Horse Protection Act. PPQ has at least 10 acts that it enforces, including the Plant Quarantine Act, the Federal Plant Pest Act, and the Endangered Species Act. The Unit with the largest number of acts or laws is VS. VS acts include the Swine Health Protection Act, the Cattle Contagious Disease Act, and the Virus-Serum-Toxin Act.

Along with investigations, RE also reviews, evaluates, and processes alleged violations in close cooperation with USDA's Office of the General Counsel and APHIS program officials. Staff specialists maintain complete case files of alleged violators and

accurately track investigations and program violations using the APHIS Compliance Investigation Tracking System data base.

RE regularly prepares and issues warning letters and recommends penalties for violators of APHIS laws and regulations. RE can also work with violators by using a stipulation process that allows license holders to reach compliance without entering into the administrative law process. Currently, RE has 56 investigators on its staff.

### Changing Without Moving

Stanley points out that the merger of RE with M&B really won't have too much effect on either of the former parts of REAC. He maintains that AC will still receive RE's full support, and that as part of M&B, support to PPQ and VS will grow. The change won't affect either group's budget or staffing. They won't even switch offices.

"We will continue to work with all APHIS programs," Stanley says. "And, since we will work with all APHIS programs, any time we see an area where the 'One APHIS'



# WAC Week Challenges Women To Consider Outside Careers

By Bettye Walters, Veterinary Biologics, VS

The Women's Advisory Committee (WAC) held its annual WAC Week activities in Riverdale, MD, this past September. The theme of this year's program was "Career Satisfaction in the Rightsizing 90's."

One of the most popular of the week-long programs was the kickoff presentation entitled "Making Your Dreams a Reality." This was a moderated, five-person panel discussion on matching one's abilities, interests, and passions with career choice.

## Diverse Women's Group

The panel consisted of a diverse group of women, including Doris Ligon, who founded and operates a museum that specializes in African art; Denise Sofranko, a former VS veterinarian who founded her own home business that specializes in tour management and publicity; and Charlotte Travieso, a former M&B employee, who is now a consultant with private industry. The panelists stressed that if people follow their passions, job satisfaction will accompany them wherever they go.

The WAC Committee was also fortunate to have two nationally known, best-selling authors—Audrey B. Chapman, author of *Getting Good Loving* and Connie Briscoe, author of *Sisters and Lovers* and *Big Girls Don't Cry*. They lectured and read from their books. Briscoe told the audience that the market is now excellent for beginning novelists and there is real interest and opportunity for minority and women writers. She encouraged all who "have a story in them" to give it a shot.

## Roundtable With Managers

We repeated one of the most popular WAC Week forums, the round-table discussion with an APHIS panel of managers. The

vision can be realized, we will make suggestions to implement the vision.

"In RE, we try to be efficient and progressive," continues Stanley, pointing out that RE has already moved to a two-region



APHIS PHOTO BY ANN CZAPIEWSKI

**Best-selling writer Connie Briscoe tells the APHIS audience attending a WAC-week program that there is opportunity for minority and women writers. Behind her, an interpreter signs for the hearing impaired.**

panel members took questions from the audience and gave their ideas on which skills will be important in the 21st-century workplace.

Employees came out for the sessions, attending them well and commenting favorably. Says Jack Edmundson of PPD, "I really enjoyed the programs I could attend—they were of very high quality and useful. Of all the speakers and programs APHIS sponsors, WAC Week is one of the most valuable. The WAC Week committee did a very good job."

As Chair of this year's WAC Week, I'd like to thank everyone

who helped make this year's event a success. The enthusiastic support and participation of APHIS employees has helped WAC tremendously in achieving its goal of improving the professional and personal lives of the women and men in our agency.

This year, we arranged with LPA to have copies of the videotaped presentations available for employees in other offices. Anyone interested in obtaining copies of the presentations may contact WAC president Barbara Kohn at (301) 734-8271. ♦

concept. "We've been working in a two-region organization for the better part of a year," he adds.

The new change in structure will also change the way RE employees are reviewed. "In the future, most of the weight in performance reviews will come

from our customers' evaluations of our services," says Stanley. He is excited about the prospect of full-program feedback and says that everyone in RE is "quite enthusiastic." ♦



# Alumni Organization

APHIS Alumni Organization (AAO) members continue to hold monthly meetings in Riverdale, MD, and to build an AAO organization. The group wants APHIS to designate an employee in each State for liaison with an AAO member. This arrangement would provide APHIS with personnel who could be tapped in emergencies and would build a platform for AAO participation. In California, Norman Mullaly, PPQ, Sacramento, is the APHIS employee and Earl Grass is the AAO member.

Retirees and members are now receiving minutes of all meetings, rosters of retirees, reports of members' activities, and other pertinent information. Call or write Terry Hall at 202-720-6544, USDA, APHIS, PPD, 0099 South Building, 1400 Independence Ave. S.W., Washington, DC 20250 if you are not getting these materials but would like to.

## Alumni Activities

AAO member Bob Brittingham (formerly PPQ) works 4 hours each week at the Professional Development Center (PDC) at Frederick, MD. Each Tuesday Brittingham shows up at the office where he photocopies training material,

distributes information to the staff, boxes materials for shipment to the field, or assembles materials for the new officers training classes.

"After I retired," he recalls, "I was visiting a friend at PDC who was lamenting that he didn't have time to package up a large stack of helmets near his desk. I volunteered to do it for him. I estimate I have given them 250 hours by now." Brittingham worked at PDC from 1979 to 1985.

AAO Vice President Frank Mulhern (former administrator) came to Beltsville, MD, in September to speak at a commemoration of the 30th anniversary of the enactment of the Animal Welfare Act in 1966. Mulhern provided an historical perspective of the Act.

This past summer, AAO member George Winegar (formerly VS) had a great time working with 4-H youths at the Michigan State fair.

AAO member John Kennedy (formerly PPQ) traveled to England where he spoke with British officials about Bovine Spongiform Encephalopathy (BSE) and gave them a package of BSE-related information gathered from APHIS and other sources.

AAO member Rosemary Stanko (formerly PPQ) attended a focus

group sponsored by the Secretary's office on retirement. Two of the issues discussed were credit for retirement contributions made outside of Government and the way we ignore psychological aspects of retirement.

AAO President Harry Mussman (former administrator) attended an American Veterinary Medical Association meeting in Louisville, KY, where he presented a paper on use of food irradiation to reduce pathogens and therefore make food safer for consumers.

## A Retirement Life

AAO member Vaughn Von Zelyar (formerly M&B) leads a retirement life that is both full and satisfying. She is on the alumni board at Montgomery College, Takoma Park, MD, and recently completed a University of Maryland course while visiting in Germany. She believes in the lifelong pursuit of learning. She travels extensively with travel clubs, and works out at a gym 3 days a week. She keeps 1 day a week for herself. Other days are spent with her church, where she teaches; with her family, with whom she remains close; and with many other activities. ♦



PHOTO COURTESY OF SAVAGE PRODUCTIONS

Some employees got a taste of Hollywood this year when the Agriculture Quarantine Inspection campaign hired a production company to film a public service announcement. The company chose the National Arboretum in Washington, DC, for the site, turning an open area with U.S. capitol columns into an overseas market scene. The PSA, which advises travelers not to bring home prohibited fruits, vegetables and meats, was distributed to national and cable television stations and has been running this year.



**Balkans**—Recently, Chris Groocock, IS Veterinary Attache in Vienna, Austria, visited Slovakia, Hungary, Croatia, and Slovenia to discuss foot-and-mouth disease outbreaks in the Balkans. These countries have not reported FMD but are very concerned about its spread across their borders. Considerable commerce transits Eastern Europe and Turkey into Western Europe.

**Chile**—VS' Brucellosis Program Director Claude Barton, and VS' Valerie Benson (TN) went to Chile in August to conduct seven training courses for the Chilean Department of Agriculture. These training courses will help the Chileans in their preparations for starting a brucellosis eradication program.

**China**—A veterinary delegation from the People's Republic of China (PRC) recently inspected a number of U.S. artificial insemination and embryo transfer centers in order to export bovine semen and embryos to the PRC. VS' Najam Faizi coordinated these site inspections.

A newly built state-of-the-art-heat treatment facility is now ready for APHIS inspection and approval in Singapore. This facility will ease the importation of niger seeds into the United States. Currently, niger seed imports from all countries must be heat treated as a condition of entry because of contamination with noxious weed seeds. IS' Darcy Axe, head of the preclearance program, and Agricultural Attache in North Korea Dennis Hannapel visited this facility in October.

**Guatemala**—The U.S.-Guatemala Moscamed program signed a landmark contract to privatize management and labor at the sterile Mediterranean fruit fly rearing facility in El Pino, Guatemala. A contractor, Biosistemas, was granted a concession beginning in October to rear and sterilize Medflies meeting certain production and quality standards. IS will remain involved in the production side of the operations.

**Honduras**—The Government of Honduras continues to restrict the importation of U.S. rice because of rice smut. IS' Alex Thiermann and John Greifer attended the World Trade Organization's Sanitary and Phytosanitary Commission Committee meeting in Geneva, Switzerland, in October to deal with this issue.

**Iceland, Finland, and the Netherlands**—VS' Roger Perkins is developing new import protocols for sheep and goat semen from Iceland and Finland and for the importation of swine semen from the Netherlands.

**Mexico**—The Assistant Secretaries of Agriculture of the United States, Guatemala, Mexico, and Belize met in Mexico City, Mexico, this past August for the 29th Meeting of the Moscamed Program. The purpose of this meeting was to decide what cooperative actions can be taken to strengthen the sterile fly barrier along the Guatemalan-Mexico border during fiscal year 1997. Assistant Secretary for Marketing and Regulatory Programs Michael Dunn led the USDA delegation. He was accompanied by IS' Don Luchsinger, Alan Green, and Mary Neal; Guatemala's Medfly Program Manager John Stewart and Regional Director Farouk Hamdy; and Mexican IS Associate Regional Director Gary Greene; and Area Director Elba Quintero. The meeting's resolutions included a plan for using SureDye in program operations in southwestern Guatemala beginning in January 1997.

VS' Larry Miller and ARS scientists, represented the United States recently at the 9th International Conference on Trichinae in Mexico City. Both the United States and the European Union are considering the implementation of on-farm, trichinae-safe Good Production Practices (GPP), coupled with herd and/or wildlife reservoir serological monitoring. APHIS, ARS, FSIS, and the National Pork Producers Council are collaborating in the development of a pilot project that utilizes the GPP approach to certify herd owners using trichinae-safe processes.

**Netherlands and Germany**—Last month, VS' Donald Randall, Director of the Center for Veterinary Biologics in Ames, Iowa, inspected two facilities, one in Amsterdam, Netherlands, and another one in Bergwedel, Germany. U.S. distributors have applied for permits to import veterinary biologics from these firms. These are the first applications to import into the United States injectable veterinary biologics manufactured in Europe under GATT provisions. A full APHIS risk assessment will be required as part of the approval process.

**Peru**—More than 400 alpacas and llamas arrived at the Harry S Truman Animal Import Center in Florida this past August, after a quarantine in Peru that lasted nearly 4 months. The animals remained at the quarantine center until November 9. VS' Anna Welsch (NJ), Tim Falls (HI), Frank Humphreys (MS), Ned Cardenas (FL), and Victor Becerra (IA) supervised the embarkation quarantine in Tacna, Peru. Thomas D'Amura (OK) was an alternate. VS' Richard Overton, at Gainesville, FL, coordinated the staff that oversees the quarantine.

**Russia**—VS' Marolo Garcia, Robert Kahrs, Jim Pearson, and Dave Vogt, and IS' Karen Shank and Chris Groocock participated in a Russian-U.S. Scientific Seminar on Diseases of Poultry in St. Petersburg, Russia, this past August. The meetings were held at the Russian Poultry Science and Veterinary Research Institute at Lomonosov. Participants from both countries exchanged poultry disease information and diagnostic and research procedures.

**South Africa**—A protocol for the export of U.S. pork to the Republic of South Africa was negotiated by a U.S. delegation represented by MRP Deputy Assistant Secretary Shirley Watkins, VS' Andrea Morgan, PPQ's Robert Spaide, and other USDA officials at a conference in Capetown last month.

(See *MARKETPLACE* on page 15)



# Identifiers at New York's Plant Inspection Station Go Proactive

John Arcery and Michael Kenney both work for the PPQ plant inspection station at John F. Kennedy International Airport (JFKIA). Arcery is the botanist on staff, and Kenney is the staff's plant pathologist. While both help identify plants and diseases referred to them by the PPQ officers working on line, the two have good track records in reaching out to the community with their skills and expertise.

## What the Toddler Swallowed

Arcery's skills and willingness to help out bring people to his door or telephone regularly with requests for help. This past summer, for example, a colleague from the State University of New York at Farmingdale, NY, telephoned Arcery about a tracheal sample he had received from the attending physician of a 15-month-old boy. The toddler had gotten into something in the kitchen then vomited and aspirated some of it. He went into respiratory arrest, became unconscious, and was rushed to the hospital. There, the doctor removed the blockage and saved the child but wanted to identify the substance. The doctor wanted to make sure that the child also wasn't having a reaction to the unknown substance.

The tracheal specimen was delivered to Arcery's home that evening, and Arcery brought the sample to work the following day and looked at it under a stereo microscope. The one-mm fragment of seed coat was enough for him to identify the substance immediately as mustard seed—a spicy condiment for a toddler but not toxic.

"I get contacted frequently by the Food and Drug Administration, U.S. Customs, or the poison control center asking me to look at things," says Arcery. "I look at them as I have time, or if the situation could be life-threatening, right away. We have to realize that in the Government, we are in the public service. If we can help the public out, we should do it."

## Outreach to Scientists

While Arcery's public usually comes to him, Kenney has spent the past 2 years reaching out to the scientific community and telling them about contributions of



APHIS PHOTO BY REGINA BROWNE KENNEY

Michael Kenney (left) and John Arcery work at PPQ's plant inspection station at the John F. Kennedy International Airport.

PPQ's officers and identifiers to taxonomy. At national meetings of the American Phytopathological Society and the Mycological Society of America, Kenney has presented posters publicizing the work of PPQ. This year at the joint meeting of these two societies, Kenney presented two posters—"The Discovery of New Species of Rust Fungi at U.S. Ports of Entry by USDA Officers," and "Orchid Rust Fungi (Uredinales) of the World."

Kenney devoted the first poster to the interceptions by PPQ officers at U.S. ports across the country and how these interceptions led to the discovery of five new species of rusts on orchids imported for propagation. Kenney, whose specialty is rust fungus taxonomy, has been working closely with PPQ mycologist Mary Palm, who is located at the USDA/Agricultural Research Service's National Fungus Collection in Beltsville, MD, and who makes the final calls on the identification of fungi.

"I've had free access to the

fantastic National Fungus Collection in Beltsville," explains Kenney, "and I have been able to increase my knowledge by studying the taxonomy, host range, and geographic distribution of foreign orchid rusts and other diseases."

Kenney is developing color photos and keys for fungi, and these will be sent to identifiers in other plant inspection stations around the country.

"At JFKIA, we get material from all over the world," says Kenney, "but we don't get everything." One of the new rust species was found on spikemoss at the Plant Inspection Station in San Francisco, CA, imported as herbal medicine from China. The discovery of the rust on spikemoss was the first time a rust was ever found on this primitive plant group.

"I think the scientific community needs to know that our work adds to the basic scientific knowledge as well as being important from a plant quarantine standpoint," Kenney says. ♦



# Retirements

*This list includes the names of employees who retired between March 1, 1996, and Sept. 30, 1996. Dru Dukart of the Field Servicing Office retrieves this information from National Finance Center records.*

## Animal Damage Control

Kathleen Chapman, Augusta, ME  
William Delepierre, Burns, OR  
Frankie Jones, Portland, OR  
Donald Mott, Starkville, MS  
Robert Reynolds, Lakewood, CO  
Ronald Tonkin, Gooding, ID  
Edna Weed, Albuquerque, NM  
Paul Woronecki, Sandusky, OH  
Richard Wetzell, St. Paul, MN

## Biotechnology, Biologics and Environmental Protection

Peter Joseph, Riverdale, MD  
Steven Kudla, Ames, IA  
Stephen Palmateer, Riverdale, MD  
Harry Richadson, Holcomb, MS

## International Services

Jimmy Bruce, Tapachula, MX  
Burt Hawkins, Washington, DC

## Legislative and Public Affairs

Irene Hensel, Riverdale, MD

## Management and Budget

April Brewington, Riverdale, MD  
Anne Lewis, Riverdale, MD  
Lillie Turpin, Riverdale, MD  
Carol Visser, Minneapolis, MN

## Plant Protection and Quarantine

Ronald Addington, Dulles Airport, VA  
Albert Boston, Miami, FL  
Frederick Broughton, Bronx, NY  
Thomas Burger, Niles, MI  
Donald Dougherty, Chico, CA  
Thomas McNulty, Jr., Rosemount, IL  
Lloyd Chang, Miami, FL  
Lucia Hendershott, Niles, MI  
Bobby Hulett, Jay, FL  
Donald Husnik, Washington, DC  
Remedios Fernandez, San Francisco, CA  
George Fisher, Miami, FL  
Kazuo Kamei, Honolulu, HI  
William Stratton, Rosemont, IL  
Constance Taft, El Paso, TX  
Jack Wallerich, Des Moines, IA  
Thomas Wallenmaier, Romulus, MI  
David Zechmeister, Philadelphia, PA

## Veterinary Services

Casey Ashworth, Tampa, FL  
James Bibb, Conway, AR  
Herbert Blakemore, Calxico, CA  
Carmela Blanchard, Osage, MN  
Bruce Branscomb, Elico, NV  
William Carman, Jr., Coolidge, GA  
Dale Burge, Ames, IA  
Frank Enders, San Ysidro, CA  
McMillion Hymon, Hillsboro, WV  
Merwin Frey, Ames, IA  
Lois Garren, Tampa, FL  
Anna Grove, Indianapolis, IN  
Roy Hand, Salem, OR  
Charlotte Holcomb, Riverdale, MD  
John Kopec, Riverdale, MD  
Dolores Kuntz, Bismark, ND

Wayne Lovett, Pontiac, SC  
Robert Lynch, Ames, IA  
Marjory Llewellyn, Orient Point, NY  
Jerry Maisetti, Patterson, CA  
Ivonne Martin, Ames, IA  
Edwin Malone, Miami, FL  
Felix Morales, Miami, FL  
Robert McIntosh, Herdersonville, TN  
Susanne Millhof, Snow Camp, NC  
Elizabeth Moorhead, Albuquerque, NM  
John Nelson, Arlington, TX  
Linda Roberto, Montgomery, AL  
Audrey Rothers, Topeka, KS  
Edward Sheehan, Bozeman, MT  
Glen Smith, Cedar Creek, TX  
Norman Stephan, Tampa, FL  
Janice Wellstood, Albuquerque, NM  
Elaine West, Ames, IA  
Donald Woodward, Pulaski, NY

## Deaths

*This list includes the names of employees who died between March 1 and Sept. 30, 1996.*

## International Services

Doris Katz, Riverdale, MD

## Veterinary Services

Arnos Rogers, Jackson, MS

## Marketplace from page 13

James Cavanaugh, IS' Regional Attache in Nairobi, Kenya, accompanied the U.S. delegation to meetings in Capetown and Pretoria. APHIS representatives believe that these discussions will eventually lead to more market opportunities for both the United States and South Africa.

**Switzerland**—VS' John Gray and Lisa Ferguson are coordinating the negotiations between the United States and Switzerland on pet food issues and between the United

States and the European Union on veterinary equivalence.

**Taiwan**—VS' Najam Faizi and PPQ's John Thaw attended the 6th U.S.-Taiwan Bilateral Technical Discussions held in Taipei this past September. Important sanitary and phytosanitary issues were discussed.

Also, VS Najam Faizi's supervision of a shipment of ostriches from Pennsylvania to Taiwan represents a new export market for the U.S. ratite industry.

**Zimbabwe**—VS' Roger Perkins met with veterinary authorities in the Republic of South Africa this past July. As a result, Perkins is now working on a project to import bovine embryos from Zimbabwe into the United States. If this project is successful, it will be the first legal importation of bovine genetics into the United States from Africa. ♦

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